

**Downey Elementary School  
Marsh Valley School District #21  
Differential Pay Program 2013-2014**

This document is Downey's description of the required benchmarks for certified staff to qualify for the Differential Pay offered by the state for the 2013-2014 school year. The referral information can be found in SB 1110 and HB 372.

Our data will be based on research-based assessments, three times per year. The three sources for assessments are the Idaho Reading Inventory (IRI), AimsWeb, and Consortium on Reading Excellence (CORE).

We will work with a share system consisting of 1 share,  $\frac{3}{4}$  share,  $\frac{1}{2}$  share, and  $\frac{1}{4}$  share. We are doing this in the belief that teachers are already working many hours before and after their contract hours, and their dedicated and educated efforts are paying off in the increased productivity of students. We wish to ensure that teachers are rewarded and recognized for some of this dedication. We believe that as the students' achievement levels continue to rise, the scale can be shifted upward in anticipation of forward growth.

Growth will be determined by observing improvement between fall 2013 scores and spring 2014 scores.

Because we have a high percentage of at-risk students (23% Special Education and 24% Title I), we have set our goal percentages at a lower level than most other schools.

We are grateful for the opportunity to qualify for appreciation rewards for our hard work.

Gratefully,

Nancy Dalley  
Principal, Downey Elementary

Percent of students with a score of 3 on spring 2014 IRI

**Kindergarten through Third Grade**

55%	1 share
47%	$\frac{3}{4}$ share
40%	$\frac{1}{2}$ share
36%	$\frac{1}{4}$ share

Percent of students with a score of 75% on spring 2014 Research-based testing

**Fourth through Sixth Grade**

55%	$\frac{1}{2}$ share for Math $\frac{1}{2}$ share for Lang. Arts
47%	$\frac{3}{8}$ share for Math $\frac{3}{8}$ share for Lang. Arts
40%	$\frac{1}{4}$ share for Math $\frac{1}{4}$ share for Lang. Arts
36%	$\frac{1}{8}$ share for Math $\frac{1}{8}$ share for Lang. Arts

<b>Principal</b>	<b>1/7 of each grade K-6</b>

**Because our Special Ed teacher is also a 5<sup>th</sup> grade teacher, she will be rewarded as a classroom teacher.**

**If these figures seem low, be aware that some teachers will have to raise percentages by 30% from fall testing.**